

2015



# Corporate Social Responsibility Policy

LAKESMERE GROUP LTD

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## Scope

For Lakesmere, sustainability and environmental issues are central to our business strategy and activities.

Lakesmere is committed to integrating environmental and sustainable best practice into all its' business activities. We accept our environmental responsibilities and recognise our obligation to reduce the impact of business activities on the environment. We will achieve this through a policy of continual improvement in environmental performance.

Lakesmere's CSR guidelines are aimed at minimizing the environmental impact of our activities, maximizing sustainability and promoting responsible community relations within the areas of our operational centres.

This policy works in conjunction with our Health & Safety and Integrated Policies.

## Objectives

The Company will strive, and expect to:

### Environmental

- Adopt best practice and assist, where possible, in developing innovative solutions to the environmental issues and problems facing its sector;
- Conduct its activities in full knowledge of, and compliance with, the requirements of applicable environmental legislation and Approved Codes of Practice;
- Assess the environmental impact of all past, current and likely future operations, and fully integrate environmental considerations and objectives into its business decisions;
- Minimise consumption of natural resources, including energy, water and raw materials, as far as is economically practicable;
- Prevent pollution and minimise emissions;
- Reduce the production of waste and develop effective waste management and recycling procedures, as well as disposing of unavoidable waste in such a way as to minimise its environmental impact;

### Sustainability

- Promote a culture of learning and diversity by promoting our Company Values of Passion, Integrity, Availability, Professionalism, Quality, Innovation and People & Community
- Work to a high social, ethical and environmental standards
- Develop our people as they are Lakesmere's most important assets
- Work within the community, and with others, to take into account their concerns and develop and pursue initiatives
- Engage our employees, suppliers and clients in promoting this policy
- Be accident and injury free

## Review

Lakesmere Group will monitor and review its environmental and sustainable performance and publish and communicate this to staff and other concerned parties

Each employee is responsible for his/her adherence to the principles of this policy. The contents of this policy and the way in which it is being implemented.